



## H.R. 6967, the “Chance to Compete Act of 2022”

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**Background:** For years, quality hiring for the federal civil service has been undermined by over-reliance on candidates’ paper credentials and self-assessments of their abilities. Both the Trump and Biden administrations recognized this fact, adopting and implementing policies to make federal hiring more truly merit-based, as demonstrated by actual assessments of skills.

In addition, the U.S. Digital Service has performed a successful pilot program showing how hiring is improved when focused on a practical ability to perform the actual work demanded by the job. And the private sector, having already moved in this direction, has shown it is able to recruit higher quality talent by examining current skills instead of merely relying on a college degree as the key requirement.

H.R. 6967, the “Chance to Compete Act of 2022,” builds on this record of bipartisan support and proven success, codifying key skills-based hiring reforms. Specifically, the bill:

- Defines acceptable job assessments used in competitive-service hiring to include skills-based assessments—freeing agencies to focus on candidates who actually can perform on the job.
- Authorizes agencies to use subject-matter experts to administer skills-based assessments—giving a greater voice to agency officials who can best distinguish practical performers from the field of candidates.
- Allows agencies to share their applicant assessments—greatly increasing overall hiring efficiency and raising the likelihood that, once a good candidate proves to one agency they can practically perform, they will indeed be hired by the federal government.
- Institutes “talent teams” in agency human resources offices—ensuring each agency has a key group of staff who specialize in supporting the development of skills-based assessments, improving examinations, and otherwise facilitating the Act’s implementation.